

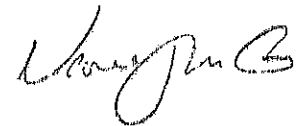
VG

DL

Article 23: Job Security

23.01 There shall be no contracting out of any work performed by members of the Bargaining Unit.

23.02 No member of the Bargaining Unit shall be laid off, or have their hours of work or salary reduced, due to the use of volunteers or students in Bargaining Unit positions.



---

February 22, 2012